

ENGAGE BRITAIN



Project
Director



Welcome

Dear Applicant

We are delighted that you are interested in joining Engage Britain. This is an exciting new start-up organisation with funding to allow us to plan over a five-to-10-year period. We've already installed a distinguished Board of Trustees and are currently recruiting our first Chief Executive. To develop our senior team further, we are now searching for two exceptional individuals to take on the first two Director appointments – a Project Director and a Director of Engagement and Communications.

As a new organisation, Engage Britain will be focused on tackling our country's most difficult and divisive challenges. Our mission is to show that we can be optimistic about the future by putting people at the heart of finding ways forward on the biggest challenges facing our country. We want to chart a new course for policymaking that bridges divides. We will support all those who wish to be involved – with all their different views, knowledge and experience – to develop ways forward that are politically sustainable and make a difference. We will also help them to make sure these ideas are listened to and adopted.

Our work will be funded by donations and Engage Britain has already secured an initial contribution from the Hands Family Trust, the philanthropic trust established by Julia and Guy Hands, to extend access across society. Engage Britain will broaden its contributors over time.

We will be working on challenges that matter to everyone, like funding of health and care; on challenges that we've taken too long to address, like opportunities for families living in poverty and protecting the environment; and on challenges that are seen as divisive, like immigration. We will ensure that those who are usually left out of making policies – but who often bear the brunt of them – are central to all discussions. We are offering a fantastic opportunity to join a pioneering organisation and go on to make a lasting, tangible difference to society.

If, having considered this brief, you believe you have the skills and qualities we are looking for, we very much look forward to hearing from you.

Julian McCrae
Managing Director



About Engage Britain

Our approach

Policies have too often been made by small groups of people gathered behind closed doors with little experience of the actual challenge. Engage Britain will invert this approach: we'll draw everyone who wishes to be involved into a dynamic dialogue in which ideas will emerge, be tested and refined.

Where the problem is entrenched in differences between opposing groups, we'll be using deliberative techniques, building solutions around what people agree on. Where things need doing differently, we'll use design techniques, bringing together people with different knowledge and experience to reinvent services. We'll be using technology to allow all those who want to be involved to take part, drawing on methods already in use in countries around the world.

Through all this, we'll show that people's differences actually improve debates and help devise dynamic and radical responses to the uncertainty of our times.

Our work

To succeed, Engage Britain will be employing existing ways to engage people – like deliberative public dialogues and co-production. We'll also be pioneering new ways to support people to engage with each other, including ways of bringing those usually excluded from policy development into the discussions as equals and using technology to open up deliberation to those who wish to take part.

Our work will be structured around dynamic dialogues, each of which concentrates on a major challenge facing the country, as identified by the public themselves. Dialogues are tasked with finding ways forward which are both analytically robust – in that they will make a difference to the challenge – and politically sustainable – in that they draw on values that reach across divides. Each dialogue involves a follow-on phase, which aims to support those involved in developing the ways forward to get them into the national policy debate and ultimately see them adopted.

Our vision

Within three years, Engage Britain will:

- Have proved the power of a new approach to policy making, with people engaging with each other to develop ways forward
- Have developed credible and inclusive ways forward, and have worked with others – whether charities, practitioners or the public – to bring them about
- Be at the centre of a network drawn from every level of society – people who share an interest in making Britain a better place for us all to live

Our Trustee Team

Our current team of Trustees are drawn from a wide range of backgrounds and each trustee has deep experience and recognised standing in their field, whether that is policy, business or research.

- Lord Birt, former Director-General of the BBC
- Anthony Browne, Chairman of the Regulatory Policy Committee
- Susan Hitch, Visiting Professor at King's Policy Institute
- Ruth Hunt, former Chief Executive of Stonewall
- Paul Johnson, Director of the Institute for Fiscal Studies
- Trevor Phillips, Chair of Green Park Executive Recruitment

Read more

You can find out more about us at <https://engagebritain.org/>

About this role

Our first Project Director appointment represents an unrivalled opportunity to join a brand new organisation and make a great personal impact in a period of organisational development. This is a substantial role: we're looking for someone exceptional who can bring their experience of, and reputation in, leading policy projects, along with a demonstrable commitment to engagement.

The successful candidate will be responsible for setting up and running Engage Britain's first dynamic dialogue. You will be excited by taking on some of the biggest policy challenges facing the country today and will be committed to finding ways forward by supporting people to engage with each other. You will be confident about running a dynamic process that places engagement at the heart of developing analytically robust and politically sustainable ways forward. Driven by the desire to improve Britain's policy debate, you will be committed to ensuring that emerging ways forward are adopted.

In this role, the postholder will lead a core team which combines facilitative and analytical skills. In addition, you will have a significant dedicated budget to allow secondments from partner organisations and will be commissioning expert analysis to support deliberation. You will also work with partner organisations to run deliberative and design events. The dialogues will also be supported by Engage Britain's central engagement and communications resources, including a substantial R&D budget focused on developing technology to permit sustained online engagement, open to all who want to be involved.

As Project Director, you will be part of our organisation's leadership team, working closely with the Chief Executive, the other directors and trustees to develop an organisational culture and ways of working that reflect our mission.

We're looking for someone with a track record of developing policy within local or national government, think tanks, consultancy or the charitable sector. You will already have demonstrated your ability to be part of a leadership team, and will ideally have experience of working within another start-up organisation.

Crucially, you will be passionate about Engage Britain's goal of demonstrating a new approach to policy making and will have substantial experience of involving the public and practitioners within policy development.



Role profile

Role title Project Director

Accountable to Chief Executive

Key responsibilities of the role

- Designing dynamic dialogues that involve sustained engagement between people with different views, knowledge and experience and that will develop existing methodologies to better serve the aims of Engage Britain.
- Running dialogues so that they produce robust and politically sustainable ways forward and working to have those ways forward adopted by government and others.
- Assembling and leading a team of people from a diverse range of backgrounds, motivating and developing each team member to make a substantial contribution to the project and to develop their career.
- Seeking out partnerships and building collaborative relationships with other organisations to help solve challenges facing Britain.
- Overseeing the gathering of evidence and its translation into clear and concise material that supports people from a range of backgrounds to deliberate on policy challenges.
- Supporting those involved in developing ways forward to confidently and persuasively put forward project findings to the public and the media, and personally acting as a spokesperson for the organisation.
- Working with other members of the leadership team and with trustees to ensure effective leadership throughout Engage Britain.

This job description is a broad summary of the role; it does not cover every task which may arise within the post at various times. The postholder will be expected to work flexibly and carry out other duties as required from time to time. The role will also entail some travel, mainly within the UK.



Person specification

In your application for this appointment, please reply directly to the Knowledge and Experience criteria outlined below.

Knowledge and experience

- Outstanding track record of leading teams to develop effective public policy solutions, including experience of organising workshops, deliberative and design events.
- Excellent track record of collaborating, and securing partnerships, with other organisations.
- Excellent knowledge of available technologies to open up access and policy processes to those who wish to be involved.
- Thorough knowledge of British politics and public policy environment.
- Experience of being part of an organisational leadership team, ideally within a start-up environment.

Skills and abilities

- Strong leadership and management skills.
- Outstanding written and oral communications skills, with the ability to persuade, influence and form positive working relationships with a range of stakeholders.
- Ability to work in a high paced changing environment, handle competing priorities, work to tight deadlines and ensure that projects stay within deadlines.
- Highly effective interpersonal skills and a natural empathy with people from a range of backgrounds.
- Ability to work effectively between strategic and operational activities.

Personal and leadership style

- Embraces an open culture and communicates well internally and externally.
- Collaborative attitude and seeks to motivate teams.
- Team player and keen to get involved at all levels.
- High analytical capacity.
- Demonstrable passion and commitment to Engage Britain's mission and values.



Terms of appointment

Salary	Highly competitive. Starting salary will be dependent on experience.
Location	We welcome applications from candidates based across the country. Our initial office is in London and the successful candidate would be expected to spend a significant amount of working time there. The role is also likely to involve travel, as well as out of hours attendance at events or meetings which are key to building and maintaining our networks and contacts.
Benefits	Engage Britain has a pension scheme which you will be auto enrolled onto when you start your employment with the company. The contribution is a minimum 5% from employees and a fixed 5% from the employer.
Working hours	37.5 hours a week with standard working hours Monday-Friday (09.00-17.30). Engage Britain welcomes applications from candidates who may wish to work part-time or flexible hours.
Annual leave	30 days in addition to the usual bank holidays. Annual leave and bank holidays will be pro-rated for non-full-time posts.
Equal opportunities	Engage Britain is committed to ensuring that all job applicants and employees are treated equally and fairly. We also welcome and encourage applications from a range of backgrounds.
Eligibility	Applicants must be able to and be entitled to work in the UK and either: i) be from the European Economic Area (EEA) and have an entitlement to work in the UK or ii) already hold a relevant work visa.



How to apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Juliet.Taylor@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/engage-project-director/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a supporting statement that sets out why you think this role is the right move for you
- we would be grateful if you would also tell us your current salary details and any dates when you are not available to attend interview

Closing date Monday 24th February 2020

Agreement of the final shortlist First week of March 2020

References taken up for shortlisted candidates and a chance to meet stakeholders Early-mid March 2020

Final interviews (first round) Mid-March 2020

Final interviews (final round) Late March 2020



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